

## **Mobility International USA (MIUSA)**

### **Building an Inclusive Development Community: Gender Appropriate Technical Assistance to InterAction Member Agencies on Inclusion of People with Disabilities**

**USAID Cooperative Agreement Award No. GEW-A-00-01-00012-00**

#### **Performance Report**

**Project Tenth Quarter: January – March, 2004**

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#### **Project goals**

To increase participation by people with disabilities, especially women and girls with disabilities, in InterAction member agencies as participants, staff, administrators and beneficiaries.

To increase implementation of the Disability Amendments to the InterAction PVO Standards by InterAction member agencies, regarding inclusion of people with disabilities, especially women and girls with disabilities in organizational governance, management and programs.

#### **Accomplishments**

During the tenth quarter of the *Building an Inclusive Development Community Project*, MIUSA's International Development and Disability Department (IDD) has made significant progress toward meeting the project goals and objectives:

- ? IDD's proposal for a workshop at the 2004 InterAction Forum was accepted
- ? MPO's worked together to begin preparations for the Forum workshop
- ? Each MPO continues to make progress in implementing its action plan
- ? IDD continues to publish a regular e-newsletter designed to share strategies, successes and relevant information between project partners
- ? IDD continues to respond to requests for technical assistance and information from international development organizations and disability organizations
- ? IDD produced a new tool for including women with disabilities in microenterprise development programs
- ? IDD launched the publicity campaign for the *Building an Inclusive Development Community* manual
- ? IDD solicited and began collecting stories for the upcoming *Success Stories* publication
- ? Articles written by IDD staff have been accepted for publication in two international journals

## **Model Partnerships**

IDD is working closely to support each Model Partner Organization (MPO) to transfer action plans and implementation strategies to field offices, local counterpart NGOs and in-country groups. IDD continues to facilitate networking between MPO field programs and local organizations of and for people with disabilities. In addition IDD continues to provide organizational-specific technical assistance to MPOs in the field and at headquarters.

MPO progress has been as diverse as the individual partnerships this quarter. Individual partner progress includes the following:

### ***American Friends Service Committee***

- ? In Iraq, AFSC supported a project to provide educational training materials to deaf children. This project was carried out with CARE (InterAction member organization) and the Mennonite Central Committee (InterAction member). It provided both teachers and students with educational materials. CARE is currently providing training for teachers of the deaf .
- ? AFSC organized a US speaking tour for their Iraq staff, in which AFSC staff members Rick McDowell and Mary Trotochand shared information about Iraq, its people, and AFSC's work. These presentations included information about AFSC's work with people with disabilities in Iraq.
- ? AFSC worked with IDD and MIUSA to reach out to youth with disabilities for their upcoming Mexico summer youth exchange in San Luis de Potosí. As a result candidates with disabilities have applied for this exchange opportunity.
- ? AFSC established email contact with delegates of MIUSA's September 2003 Women's Institute on Leadership and Disability (WILD) in order to foster cooperation with disability-led partner organizations around the world.
- ? As a result of this email networking, AFSC Colombia representative Amanda Romero and WILD delegate Beatriz Satizabal co-facilitated a leadership workshop for women with disabilities in Bogotá as a result of this initial email networking.
- ? AFSC is involved in preparations for the InterAction Forum workshop and exhibit.
- ? AFSC's Affirmative Action policy has, since the 1970's, specifically included people with disabilities. Much work has been done on the policy in the last year to create a plan with measurable indicators which will be applied both to AFSC's programs in the US and international programs. This improved policy is currently under review by the AFSC Board of Directors.
- ? In Brazil, AFSC's Women's Health Education Program included training on sexually transmitted diseases at a center for people with disabilities (see attached).
- ? AFSC improved both the availability and accessibility of information on the website about domestic and international programs focused on the inclusion of people with disabilities.

### ***Church World Service***

- ? In Iraq, Church World Service (CWS) is using theater as a strategy for working with children traumatized by conflict. The theater troupe mounts performances in and around Baghdad and provides a sense of emotional health for children traumatized by war, looting and insecurity. The troupe's schedule includes performances for children at centers for people with disabilities who are doubly disadvantaged by conflict (see attached).
- ? In Sierra Leone Church World Service is bringing Seminars in Trauma Awareness and Recovery to grassroots leaders, as a means of providing practical support for responding to violence that includes amputation, rape and murder. This reflects an awareness that war and violence lead to disability and that practical support for people traumatized or disabled by war promotes restorative justice in the community (see attached).

### ***Holt International Children's Services***

- ? Holt's International Programs office is evaluating its quarterly report system in order to identify ways in which concrete data regarding the inclusion of people with disabilities can be measured more uniformly.
- ? Holt is developing a Power Point presentation for the organization and its partners focused on Holt's commitment to inclusion and the rights of people with disabilities. The presentation would highlight progress as well as focus on the future.
- ? Holt's office in Ecuador is working with Martha Salcedo Tapia (WILD 2003 delegate sponsored by Holt) to organize and provide capacity building to a group of women with disabilities in Ecuador.
- ? In Romania Holt provided staff training on disability awareness as well as launching a Training of Trainers program on disability awareness. A new partnership between Holt's local partner and EuroEd Foundation is providing HIV/AIDS training for people with disabilities.
- ? In Vietnam Holt staff have identified contacts in Vietnam and begun to meet to discuss common priorities with one disability organization.
- ? Holt is involved in preparations for the InterAction Forum workshop and display.
- ? IDD provided face-to-face technical assistance to Holt Asia Program staff and a staff person from Holt's China office. Assistance focused on rights based and inclusive approaches for working with children with disabilities.
- ? In Mongolia Holt has amended the scope of a survey project being coordinated with the Mongolian government regarding care facilities for children to include an assessment of the number of children with disabilities in these facilities.
- ? Holt Korea continues to work with the Ilsan Center to develop more appropriate services for people with disabilities. The office is working closely with the Korea National Association for the Disabled.

### ***Mercy Corps International***

- ? Mercy Corps' newsletter, "The Bridge", devoted its first quarter 2004 issue to disability inclusion. The newsletter, which is circulated to its offices all around

- the world as well as posted on the Mercy Corps website, included stories from the field as well as articles from headquarters and from IDD (see attached).
- ? Mercy Corp's Pakistan office reported on a Community Based Rehabilitation project which has been operating since 2000. In addition the Pakistan office reports increased inclusion of people with disabilities as staff and decision-makers in its programs and country offices.
  - ? Mercy Corps Georgia reported on developments in capacity building work with two local Disabled People's Organizations (DPO) as well as inclusive primary and preschool education projects.
  - ? Mercy Corps is successfully using community mobilization strategies in order to build accessible schools. IDD provided Mercy Corps with guidelines for incorporating accessibility into new school construction as well as general accessibility guidelines.
  - ? Mercy Corps Serbia reported on use of funds received from USAID to rebuild an accessible meeting place as well as an accessible outdoor play area for children with disabilities. The project was selected by the community itself as a priority need and so was truly a collaborative and inclusive effort.
  - ? Mercy Corps' Iraq office is operating under a policy of inclusion of people with disabilities. The policy was developed by Mercy Corps staff based on information and resources provided by IDD. Mercy Corps has begun to focus on the needs of people with disabilities in three provinces in central Iraq. IDD continues to provide technical assistance for this work which, pending resolution of security issues, includes plans for on-the-ground technical assistance.
  - ? Mercy Corps is actively involved in the planning of the InterAction Forum workshop.
  - ? MC is exploring opportunities for inclusive youth recreation and sports based on networking contacts provided by IDD.

### ***Trickle Up Program***

- ? Trickle Up developed a microenterprise program partnership with a DPO in Nicaragua based on networking information provided by IDD.
- ? Trickle Up made contact with DPOs in El Salvador during the first quarter of 2004 based on networking information provided by IDD.
- ? Trickle Up continues to work with IDD on plans for the InterAction Forum.
- ? Trickle Up is translating the script for MIUSA's new video, "Loud Proud and Prosperous" for Spanish subtitling.
- ? The March issue of Trickle Up's monthly website magazine "Trickle Updates" highlighted a successful entrepreneur with a disability from India (see attached).
- ? Trickle Up is working closely with IDD in preparation for the workshop at the InterAction Forum.
- ? Trickle Up partners in the field reported plans for 2004 which will significantly increase the number of people with disabilities involved in projects.

## ***InterAction***

### May 2004 InterAction Forum Plans:

IDD prepared a successful proposal for a workshop at the 2004 InterAction Forum (see attached). The workshop will promote the inclusion of people with disabilities in international development programs by highlighting lessons learned, success stories and recommendations from IDD's Model Partner Organizations regarding their participation in the "Building an Inclusive Development Community" project. The workshop is scheduled for Tuesday the 18<sup>th</sup> of May from 3:00 – 5:00 pm. The abstract of the workshop on the InterAction website reads as follows:

*Oops, Where did those five hundred million go? Development effectiveness and disability - the inextricable links.*

With over 500 million people with disabilities around the world, 80 percent of them living in the global south, we must take proactive measures to bring people with disabilities in to the development process or risk not meeting our program goals. The facts speak for themselves: *One out of six people living on less than a dollar a day have a disability. 2% of children with disabilities in the global south go to school.*

*55% of women in the global south are literate compared to only 1% of disabled women.*

Come discuss the link between people with disabilities and sustainable development and learn from the experiences of InterAction member agencies: their practical strategies in creating programs inclusive of people with disabilities and how this focus enhances their overall effectiveness on the ground.

IDD has been working together with the MPOs as we prepare the format and content of the workshop presentations.

In order to ensure representation of people with disabilities from the global south at the Forum and particularly at the workshop, IDD is working together with the exchange department of MIUSA to facilitate Forum participation of four women with disabilities who are grass roots leaders and outstanding delegates to MIUSA's *Women's Institute on Leadership and Development (WILD)*. IDD is proud to be facilitating this participation and anticipates that the women will invigorate the workshop presentation and discussion as well as enhance the Forum in general. The four women who will be participating submitted detailed reports on their work since returning to their countries after WILD. IDD is pleased to welcome the participation of:

*Beatriz Elena Satizabal, Colombia*

*Asociación Colombiana para Desarrollo de Personas con Discapacidad (Colombian Association for the Development of People with Disabilities)*

Beatriz is a business administrator from Colombia and a volunteer with Sense International Latino America and a mentor for people who are blind and deaf. She represented Colombia in the 1<sup>st</sup> International Women and Disability Conference in Valencia Spain in March of 2003. Beatriz would like to create an association of women with disabilities that can help them to exceed the barriers of society, providing workshops

that promote the value of women with disabilities, and networking with international associations so that they may all work together. She has a physical disability.

*Ekaete Judith Umoh, Nigeria*

*Joint National Association of Disabled Persons of Nigeria*

A social worker from Nigeria, Ekaete is a social worker and is the national coordinator and executive director of the Family-Centered Initiative for Challenged Persons (FACICP). She leads a team of committed disabled and non-disabled people to actualize the rights of women and children with disabilities. Her future goals include establishing economic development projects, skill acquisition centers for women, educational trusts for girls with disabilities, and an adult literacy program for women with disabilities. Ekaete Judith Umoh has a physical disability caused by polio.

*Madezha Cepeda, Peru*

*Center for Empowerment and Employment in Peru*

Madezha directs workshops with blind women to foster self-esteem, assertiveness, leadership. He has a university degree in education and gender studies. Madezha recently completed a Ford Foundation Fellowship studying the mainstreaming of people with disabilities in Spain. Her goals are to prepare young leaders, and promote the disability rights movements in Peru. Madezha recently founded the Center for Empowerment and Employment for People with Disabilities in Peru. Madezha Cepeda is blind.

*Nguon Sophak Kanika, Cambodia*

*Disability Action Council*

Kanika is actively involved in advocating and promoting women's rights for equal opportunities in education, legislation, income generation, and employment. She is also a Board member of Cambodian Disabled People's Organization (CDPO). Her goals are to create a network of women with disabilities that would help each other to find skills training programs and employment. This would ultimately lead to the integration of women with disabilities into the existing programs. Nguon Sophak Kanika has a mobility disability caused by polio.

IDD was able to secure in kind waivers of the registration fees for the participation of Beatriz Satizabal, Ekaete Umoh, Madezha Cepeda and Kanika Nguon.

Gender and Diversity ListServ and Conference Calls:

IDD continues to actively participate on the Commission on the Advancement of Women Listserv managed by InterAction. IDD's role as participant is to raise the issues and promote the inclusion of women with disabilities among ListServ members. In addition, IDD participates in InterAction's Diversity communications including monthly conference calls. Our role is to promote the inclusion of people with disabilities in organizations and to help participants understand disability as a diversity issue.

## **Technical Assistance Curriculum and Materials**

IDD's technical assistance materials represent a key component of its services. This quarter, we are pleased to highlight the following progress:

### ***Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs***

With review comments in hand, IDD launched the publicity campaign for the manual. The campaign targets international development organizations, university disability and development studies programs, publication clearinghouses and disability organizations among others.

Currently IDD is soliciting additional chapters for a second edition printing of the book scheduled for September of 2004. A chapter on HIV/Aids has already been submitted for the second edition. Other chapters are in progress including submissions on psychiatric disabilities, employment, and the response of European governments to disability as a development issue. IDD plans to move to the editing stage of the second edition in mid June of 2004.

### ***Checklist for Inclusion***

IDD's instrument for organizational self-assessment on the inclusion of people with disabilities, especially women and girls with disabilities, in policy, management, planning systems, program implementation, and evaluation is now available on the MIUSA website as the featured chapter of the manual on the "What's New" page. IDD is currently producing a color front and back cover for the stand-alone version of the checklist. This free resource will be available in May.

### ***Success Stories***

IDD plans to publish and disseminate the experiences of the project during this third and final year of the project. Model Partner Organizations continue to collect and report on successes from the field as well as document the work that has been undertaken for the *Building an Inclusive Development Community* project. Due to the excellent reception of the manual IDD has undertaken to publish an additional component that tells in narrative form the experiences of people from around the world who are involved in inclusive development work. IDD hopes in this way to contribute to the field a resource however, from which others can both draw inspiration and share field strategies.

IDD is currently soliciting and collecting submissions for this publication. Response to the call for submissions has been very good with organizations from around the world expressing an interest in submitting articles for this publication. It should be noted that this level of interest is in no way being compensated monetarily. Responding organizations are expressing interest in submitting articles based on both the quality of

the *Building an Inclusive Development Community* manual and on an interest in seeing a book published which highlights experiences from around the world in this exciting field.

IDD expects that the *Success Stories* publication will offer a unique resource that will both motivate other inclusive development efforts and share practical field strategies, to international development organizations undertaking to include people, especially women and girls, in their programs and organizations.

The *Building an Inclusive Development Community* final project report will, also highlight MPO success stories and will detail the training and technical assistance models, evaluation results, lessons learned, and best practices emerging from this three-year project. In addition, the report will offer recommendations for continued collaboration between MIUSA, InterAction and InterAction member agencies toward implementation of the Disability Standards and inclusion of people with disabilities, particularly women with disabilities.

### **Information Services**

This quarter, requests for information and referral increased by 30 percent over the previous quarter.

### ***Information Requests***

This quarter, requests for information and referral increased by 30 percent over the previous quarter. Information requests continue to be received from all over the world.

IDD staff responded to 98 information requests in the tenth quarter.

Seventy- nine percent of information requests came from abroad of which

- ? 53 percent came from organizations of the disabled or individuals with disabilities
- ? 30 percent came from international development organizations

Twenty-one percent of information requests came from the US, of which

- ? 58 percent came from international development organizations (MPO's, InterAction members and other international development organizations).
- ? 29 percent came from disability organizations or individuals with disabilities

The majority of requests coming from the US sought information about another region of the world.

- ? 60 percent requested information regarding Sub-Saharan Africa and the SE Asia/Pacific regions.
- ? 12 percent requested information regarding Latin America
- ? 6 percent requested information regarding the Middle East and North Africa

Examples of technical support provided to our MPO's are highlighted in previous sections devoted to the individual partners. Further examples of requests for information include the following:



- ? The Inter-American Foundation (IAF) requested assistance in making the IAF grant-making program more inclusive of people with disabilities. IDD suggested outreach to disability organizations and development organizations that are inclusive of people with disabilities from the region, and facilitated networking between IAF and these organizations. IDD also suggested inclusive language to be incorporated into the IAF grant application process, to better reflect an organizational commitment to gender appropriate disability inclusion.
- ? The Peace Corps office in Bangladesh requested information on incorporating disability inclusion issues in its staff-training program. IDD responded with suggestions for training topics and interactive exercises, and provided a sample training outline.
- ? Peru's Congressional Commission for the Study of Disability requested information about the global situation of women with disabilities as well as strategies for including women with disabilities in community and national development initiatives. IDD provided the requested information and referrals to resources for further information including MIUSA's website and publications. IDD continues to be in contact with the Commission, which currently has plans to coordinate an event by and for women with disabilities in Lima, Peru.

### ***Evaluation of I&R Services***

Feedback from individuals and organizations using IDD's I&R services included the following comments:

- ? "I personally appreciate the prompt response of IDD and recommend its services"
- ? "My contact with MIUSA was extremely helpful. The staff went out of their way to find information I needed and was timely and courteous"
- ? "I'd like to thank you for your fine and necessary work"

Results from evaluation responses from MPOs and other InterAction member organizations include following:

- ? 100 percent of partners and members found the information provided by IDD to be very helpful or helpful.
- ? 100 percent felt that response time was timely
- ? 100 percent of respondents reported that they would definitely use the service again.

Written feedback from MPOs and other InterAction member organizations included the following:

- ? "...you responded immediately and I had the information for my trip!"
- ? "...you were a great help!"
- ? "I think the quality of the material I received ...extremely useful. Thank you."
- ? "You gave some good advice regarding the workshop, and I was impressed how quickly you responded."

## **Public Relations**

Our MPO's continue to generate information and publicity (both print and web based) that highlights progress toward the inclusion of people with disabilities. During this quarter, each MPO either posted or published information (please also refer to individual MPO activities described earlier in this report). Generation of information by our MPOs about inclusive development and the *Building an Inclusive Development Community* project represents a sense of project "ownership" among partner organizations.

### ***Electronic Newsletter***

IDD's bimonthly e-newsletter was published in January. This edition highlighted MIUSA's celebration of International Day of Disabled Persons, featured Trickle Up success stories and project progress, solicited participation from MPOs on the proposed presentation at the InterAction Forum, announced MIUSA's website updates, and featured a new report from the European Disability Forum. (see attached). IDD continues to receive positive feedback from readers of the e-newsletter.

### ***Articles in Print***

Mercy Corps "Bridge" journal published an article from IDD this quarter. Other articles written by IDD staff have been accepted for publication in Oxfam's Gender and Development Journal as well as in the upcoming publication "Are All the Women Still White: Globalizing Women's Studies" (see attached).

Articles or information about IDD resources or activities were also highlighted in the following publications:

- ? Access Exchange International's January 2004 newsletter highlighted the "Building an Inclusive Development Community" manual (see attached)
- ? The Ford Foundation Scholarship newsletter for the Andes and Southern Cone regions published an article by Madezha Cepeda, WILD delegate from Peru, about her experience in MIUSA's WILD program.
- ? *Skipping Stones* highlighted IDD's celebration of International Day of Disabled Persons in the January 2004 edition.

## **Websites and Listservs and other Electronic Promotion:**

### **MIUSA's website:**

IDD continues to refresh information about the "Building an Inclusive Development Community" project on the MIUSA website. In this quarter IDD updated or added the following content to the website:

- ? Announcement regarding the IDD workshop and exhibit at the 2004 InterAction Forum
- ? Highlight of a "Success Story" from our partner "Trickle Up"
- ? Announcement of MIUSA's new video, "Loud Proud and Prosperous®", about microenterprise and women with disabilities.

- ? Posting of the “Checklist for Inclusion” as a featured excerpt from the *Building an Inclusive Development Community* manual.
- ? Announcement of IDD’s call for submissions for the “Success Stories” publication
- ? Updated FAQ’s and information sheets

The online information request form added during the previous quarter resulted in approximately six percent of total information requests this quarter.

#### Other ListSerts and Electronic Promotion:

This quarter, IDD and our partners on the “Building an Inclusive Development Community” project have refreshed and expanded upon the availability of information on MPO websites about disability and development. Mercy Corps’ website featured the recent “Bridge” newsletter issue fully devoted to Mercy Corps disability and development work and its involvement in the *Building an Inclusive Development Community* project. A visit to Trickle Up’s website will introduce you to Pramod Kumar, a successful entrepreneur with a disability from India who is featured in the March “Trickle Update”. Each project partner includes information about disability and development work on its website.

- In addition, IDD was successful in promoting the project and its aims through the following electronic media: InterAction’s CAW March E-News included information about IDD resources (see attached).
- ? IDD posted the call for submissions for the “Success Stories” publication on a number of ListSerts focused on disability, development, gender and human rights issues.

#### Conclusion

As IDD and our partners move into the final stage of the *Building an Inclusive Development Community* project, we are increasingly focused on collecting information and compiling strategies based on our individual and collective experiences with the project. Progress during this tenth quarter reflects a continued sense of commitment to inclusion on the part of project partners, as indicated by their collaboration in preparing for a workshop and project exhibit at the InterAction Forum.

Increasingly frequent requests for technical assistance, information and article submissions point to the impact the *Building an Inclusive Development Community* project is having on the international development community. IDD continues to develop and produce tools designed to assist international development organizations plan, implement and monitor development activities that are inclusive of people, especially women and girls, with disabilities. We also continue to plan and implement new strategies to share more widely the experience and knowledge that our MPOs and we have gained. As we move toward the conclusion of the project, we are exploring future collaborations and new ideas, to build upon the solid foundation laid by this project, and continue the momentum of InterAction member organizations toward inclusion of people with disabilities, especially women and girls, in all aspects of

international development.

We continue to take great pleasure and pride in the accomplishments of the *Building an Inclusive Development Community* project and in its impact on the lives of people with disabilities, especially women and girls, throughout the world. We acknowledge with gratitude the support from USAID that has made this important work possible. We look forward to exploring avenues for continued partnership with USAID, as we seek to both broaden and deepen the US international development community commitment to a fully inclusive development process.

## **Appendices**

American Friends Service Committee: Women's Health Education Project in Brazil

Church World Service: "Theater for Traumatized Children..." in Iraq

Church World Service: STAR program in Sierra Leone

Mercy Corps: *The Bridge* newsletter, "Claiming Basic Rights: Focus on Disability"

Trickle Up: *Trickle Updates* March 2004, "Meet Pramod Kumar" article

InterAction Forum 2004 schedule of events

January 2004 E-News

Globalizing Women's Studies: table of contents

Access Exchange International: book information

Ford Foundation newsletter: article by Madezha Cepeda

Skipping Stones: article on celebration of International Day of Disabled Persons

CAW E-News: announcement of MIUSA resources